NGA No FEAR Act Report (4th Quarter 2020)

		Comparative Data									
Complaint Activity		FY2020 DATA									
	2015	2016	2017	2018	2019	DATA					
Number of Complaints Filed	31	28	36	46	23	40					
Number of Complainants	29	27	36	46	23	40					
Repeat Filers	2	1	0	0	0	0					

Complaints by Basis			parative Da			
Complainte by Eacid						
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	FY2020 DATA
Race	14	15	17	14	7	16
Color	4	2	5	6	3	5
Religion	2	1	1	2	0	2
Reprisal	14	14	13	16	6	11
Sex	13	10	19	19	9	9
National Origin	2	3	2	4	1	2
Equal Pay Act	0	0	0	0	0	0
Age	17	13	11	22	5	7
Disability	6	7	10	9	8	8
Genetics	0	0	0	1	0	0
Non-EEO	0	0	0	0	0	0

Complaints by Issue	Comparative Data Previous Fiscal Year Data									
. , ,	ı	Previous	Fiscal Yea	ar Data						
Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.	2015	2016	2017	2018	2019	FY2020 DATA				
Appointment/Hire	0	3	1	0	0	1				
Assignment of Duties	7	10	8	12	2	5				
Awards	0	3	2	0	0	2				
Conversion to Full-time	0	0	0	0	0	0				
Disciplinary Action										
Demotion	0	0	0	0	0	2				
Reprimand	0	2	3	0	1	0				
Removal	4	0	4	5	0	3				
Suspension	1	5	0	0	0	2				
Other	0	1	3	2	0	3				
Duty Hours	6	0	3	0	0	1				
Evaluation Appraisal	3	12	12	21	0	3				
Examination/Test	0	0	0	15	0	0				
Harassment										
Non-Sexual	5	20	13	25	7	14				
Sexual	0	2	1	1	3	0				
Medical Examination	0	0	0	1	1	2				
Pay (Including Overtime)	5	0	6	1	0	0				
Promotion/Non-Selection	10	18	5	7	8	3				
Reassignment										
Denied	1	1	10	1	0	0				
Directed	3	11	9	1	2	2				
Reasonable Accommodation	2	3	4	3	4	2				
Reinstatement	0	0	0	0	0	0				
Retirement	1	0	1	0	0	1				
Termination	2	8	0	0	3	3				
Terms/Conditions of Employment	5	9	0	2	2	1				
Time and Attendance	2	3	12	8	0	1				
Training	3	1	4	6	0	6				
Other	10	0	4	1	0	0				

		Comparative Data Previous Fiscal Year Data								
Processing Time	2015	2016	2017	2018	2019	FY2020 DATA				
Complaints pending during fiscal year										

UNCLASSIFIED

Average number of days in						
investigation stage	289	235	192	275	296	191
Average number of days in final						
action stage	374	121	119	88	101	86
Complaint pending during						
fiscal year where hearing was requested						
Average number of days in						
investigation stage	167	198	187	208	279	320
Average number of days in final						
action stage	175	162	129	161	112	365
Complaint pending during						
fiscal year where hearing was						
not requested						
Average number of days in						
investigation stage	202	192	183	189	191	332
Average number of days in final						
action stage	0	101	37	67	89	121

Complaints Dismissed by		FY2020				
Agency	2015	2016	2017	2018	2019	DATA
Total Complaints Dismissed by						
Agency	10	2	1	7	4	9
Average days pending prior to	5.4	167	100	242	100	140
dismissal	54	167	108	213	109	148
Complaints Withdrawn by						
Complainants						
Total Complaints Withdrawn by		·				
Complainants	2	1	0	0	0	3

		Comparative Data										
Total Final Actions Finding		Previous Fiscal Year Data										
Discrimination	20	015	20	16	20	17		2018	20	19	FY2020	DAIA
	#	%	#	%	#	%	#	%			#	%
Total Number Findings	0	0	0	0	0	0	0	0	0	0	0	0
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination					Compara	ative Data						
Rendered by Basis				P	revious Fis	cal Year D	ata					
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not		FY2020	DATA									
equal total complaints and findings.	20	-	201	-	201			2018	20 ⁻			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0	0	0	0	0	0			0	0	(
Race	0	0	0	0	0	0	0		0	0	0	(
Color	0	0	0	0	0	0	0		0	0	0	(
Religion	0	0	0	0	0	0	0	0	0	0	0	(
Reprisal	0	0	0	0	0	0	0	0	0	0	0	(
Sex	0	0	0	0	0	0	0	0	0	0	0	(
National Origin	0	0	0	0	0	0	0	0	0	0	0	(
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	(
Age	0	0	0	0	0	0	0	0	0	0	0	(
Disability	0	0	0	0	0	0	0	0	0	0	0	(
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	(
Findings After Hearing				I								
Race	0	0	0	0	0	0	0	0	0	0	0	(
Color	0	0	0	0	0	0	0	0	0	0	0	(
Religion	0	0	0	0	0	0	0	0	0	0	0	(
Reprisal	0	0	0	0	0	0	0	0	0	0	0	(
Sex	0	0	0	0	0	0	0	0	0	0	0	(
National Origin	0	0	0	0	0	0	0	0	0	0	0	(
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	(
Age	0	0	0	0	0	0	0	0	0	0	0	(
Disability	0	0	0	0	0	0	0	0	0	0	0	(
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	(
Findings Without Hearing												
Race	0	0	0	0	UNCLAS	0	0	0	0	0	0	(

UNCLASSIFIED

Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Religion Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
National Origin Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability Non-FEO	0	0	0	0	0	0	0	0	0	0	0	0
Non-FFO	0	0	0	0	0	n	0	0	<u> </u>	0	0	0

		Comparative Data										
Findings of Discrimination				Previous Fiscal Year Data							FY2020 DATA	
Rendered by Issue		015	20		20 ⁻			2018		119	,, 1	
Total Number Findings	#	%	#	%	#	%	#	%	l#	%	#	%
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	
Assignment of Duties	0			0		0	0					
Awards	0			0		0	0					
Conversion to Full-time	0		0	0		0	0					
Disciplinary Action	0		0	0		0	0					
Demotion	0		0	0		0	0			-	-	
Reprimand	0		0	0		0	0					
Suspension	0		0	0		0	0					
Removal	0			0		0	0					
Other	0			0		0	0				-	
Duty Hours	Ö		0	0		0	0					
Evaluation Appraisal	0		0	0		0	0					
Examination/Test	0		0	0		0	0					
Harassment	0		0	0		0	0					
Non-Sexual	Ö		0	0		0	0					
Sexual	0		0	0		0	0					
Medical Examination	0		0	0	_	0	0					
Pay (Including Overtime)	0		_	0	_	0	0					
Promotion/Non-Selection	0			0	_	0	0					
Reassignment	0		0	0		0	0				-	
Denied	0		0	0		0	0	_			-	
Directed	0		0	0		0	0				-	
Reasonable Accommodation	0		0	0		0	0				-	
Reinstatement	0		0	0		0	0				-	
Retirement	0		0	0		0	0				-	
Termination	0		0	0	-	0	0				-	
Terms/Conditions of Employment	0			0		0	0				-	
Time and Attendance	0			0		0	0					
Training	0		0	0		0	0					
Other	0		0	0		0	0					
O d l G			Ů	Ů	ŭ,	Ü				Ű	- J	
Findings After Hearing	I								l			
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	
Assignment of Duties	0			0		0	0					
Awards	Ö			0		0	0				-	
Conversion to Full-time	Ö			0		0	0					
Disciplinary Action	0		0	0		0	0					
Demotion	0		0	0		0	0					
Reprimand	0		0	0		0	0		0	0	0	
Suspension	0		0	0		0	0					
Removal	Ö		0	0		0	0					
Other	0		0	0	_	0	0					
Evaluation Appraisal	0		0	0	_	0	0					
Examination/Test	0			0		0	0					
Harassment	0		0	0		0	0				-	
Non-Sexual	0		0	0		0	0					
Sexual	0											
Medical Examination	0			0		0						
Pay (Including Overtime)	0			0		0	0					
Promotion/Non-Selection	0			0		0						
Reassignment	0			0		0	0					
Denied	0			0		0						
Directed	0			0		0	0					
Reasonable Accommodation	0			0		0	0					
Reinstatement	0			0		0	0					
Retirement	0			0		0						
Termination	0			0		0	0					
				0		0	0					
Terms/Conditions of Employment	ı "I	l '	"		ا	0	l "	ا	ľ	١	"	
Terms/Conditions of Employment			1				l					
		^	^	^	ام ا	^	^	l 0	I ∧			
Time and Attendance	0					0						
Terms/Conditions of Employment Time and Attendance Training Other	0	0	0	0	0	0	0	0	0	0	0	
Time and Attendance		0	0	0	0		0	0	0	0	0	

UNCLASSIFIED

Appointment/Hire	0	0	0	0	0	0	l 0	ıl o	0	l ol	0	0
Assignment of Duties	0		0	0		0	0		<u> </u>	-	0	
Awards	0		0		0					-	0	
				0		0	0		<u> </u>	-	<u>`</u>	
Conversion to Full-time	0		0	0	0	0	0	-	<u> </u>	<u> </u>	0	0
Disciplinary Action	0		0	0	0	0	0	-		-	0	0
Demotion	0		0	0	0	0	0	<u> </u>	<u> </u>	<u> </u>	0	0
Reprimand	0		0	0	0	0	0	<u> </u>	0	<u> </u>	0	0
Suspension	0		0	0	0	0	0	<u> </u>	<u> </u>	 	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment	0	0	0	0	0	0	0	0	0	0	0	0
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in		Comparative Data									
Previous Fiscal Years by		Previous Fiscal Year Data									
Status	2015	2016	2017	2018	2019	DATA					
Total complaints from previous											
Fiscal Years	38	46	51	50	52	72					
Total Complainants	35	44	45	46	44	72					
Number complaints pending											
Investigation	1	4	2	1	8	15					
Hearing	22	30	47	49	43	43					
Final Action	1	3	2	0	1	4					
Appeal with EEOC Office of											
Federal Operations	10	5	2	3	12	0					
Others to Include Distict Court											
Complaints	4	4	3	0	0	10					

Complaint Investigations	Comparative Data Previous Fiscal Year Data					FY2020
	2015	2016	2017	2018	2019	DATA
Pending Complaints Where						
Investigations Exceeds Required						
Time Frames	11	5	6	11	15	22